

THE BULLETIN

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Administration, Faculty Reach Salary Deal

BY SUSAN BLOCH-NEVITTE

THE U OF T FACULTY ASSOCIATION (UTFA) and the administration have reached a three-year agreement that will increase faculty salaries across the board by 1.5 percent in the first and third years and two per cent in the second year.

Adopted by both Business Board and UTFA's council last week, the agreement followed four days of negotiations mediated by Toronto lawyer Martin Teplitsky. Effective July 1, the agreement includes enhancements to salaries, pensions and benefits as well as the introduction of a \$250-per-year expense reimbursement for all full-time faculty and librarians.

"This is a very good agreement," said President Robert Prichard. "It provides stability and certainty for both the faculty and the university. It will also ensure that our faculty are the best paid in Canada, reflecting their excellence. The negotiators for both sides and the mediator all deserve our gratitude and congratulations for a job very well done."

Professor Michael Finlayson, vice-president (administration and human resources), said faculty will do quite well under the new agreement when it comes to inflation. "In each of the three years, the across-the-board increase more than compensates faculty members and librarians for present and predicted inflation."

The agreement, Finlayson added, contains PTR improvements for professors, librarians, lecturers and senior lecturers, resulting in enhanced salary

increases for individuals in mid-career. The agreement also provides for a two-year pension contribution holiday for all faculty and librarians, followed in year three by a 50 per cent holiday.

"The full contribution holiday is worth four to six per cent of salary," Finlayson said. "The agreement also introduces a substantial improvement to the pension plan by increasing the pension payable on the first \$38,000 of each plan member's salary. This improvement will add up to \$200 a month to the pension of every faculty member and librarian who retires after July 1, 1999. This makes a good plan even better."

As well, Finlayson said, an augmentation to pensions of up to five per cent depending on the year of retirement will mean that pensioners will enjoy significant pension increases, especially those who have been retired for some time. Among changes to benefits, dental implants will now be included in the dental plan and the maximum salary covered by the long-term disability plan will be increased from \$90,000 to \$125,000.

Although pleased with the settlement, UTFA president Bill Graham does not share Finlayson's enthusiasm on the pension plan. "It's a very good contract in terms of money, but the disappointing thing is we need to achieve a decent pension plan," Graham said. "Although we made major improvements in the plan, it still remains one of the worst for faculty and librarians across Canada."

Under the agreement Graham

~ See SALARY: Page 2 ~



At a May 4 event to mark and celebrate the establishment of its 100th endowed chair, U of T presented "director's" chairs to campaign donors. Sitting in the chairs, from left are: Hal Jackman, U of T's chancellor; Jon Dellandrea, vice-president and chief development officer; Anthony Comper, chair of the campaign and president and chief executive officer of the Bank of Montreal; Robert Prichard, U of T's president; and Wendy Cecil-Cockwell, chair of Governing Council.

U of T Establishes 100th Chair

BY SUSAN BLOCH-NEVITTE

TWO YEARS AFTER THE PUBLIC launch of Canada's largest university fundraising effort, the University of Toronto has established its 100th endowed chair and raised its minimum campaign goal from \$400 million to \$575 million.

The announcement came May 4 at a reception to celebrate campaign milestones and the involvement of more than 80,000 donors in the campaign's success to date.

The Goldring Chair in Canadian Studies established by a \$1 million gift from Warren and Barbara Goldring and matched by the university to create a \$2 million endowment fund is the 100th academic chair and the 85th to be established through the campaign. Based at University College, the chair is the first of six proposed chairs in Canadian studies to be established at the university. The remaining five will be based at the Faculty of Arts and Science.

"We have to ensure that the very

best professors are teaching our students," Warren Goldring said. "At the heart of our decision to endow a chair at U of T is that it provides creative young thinkers with an opportunity to learn from the world's best professors and benefit from diverse intellectual perspectives."

When the current campaign began, U of T had 15 endowed chairs, "while comparable universities in the United States had several hundred," said Anthony Comper, chair of the campaign and president and chief executive officer of the Bank of Montreal. "Creating this many new endowed chairs over such a short time speaks to the dedication of thousands of donors and volunteers and helps to cement U of T's place as one of the great research universities in the world."

President Robert Prichard said that endowed chairs are critical to sustaining excellence. "They enable us to attract and retain internationally renowned professors while building on our academic strengths

across the disciplines. Each endowed chair ensures that faculty members of the highest calibre are able to pursue critically important areas of study."

Even as plans were under way for the 100th chair celebration, the number of endowed chairs continued to increase and now totals 109. The university intends to continue seeking support for endowed chairs in hopes of reaching 175 by the campaign's conclusion in 2002, when U of T marks its 175th anniversary.

The campaign has now surpassed the \$450 million mark. Comper noted that the new campaign goal reflects the university's aspirations for the endowed chair program as well as other key academic priorities within U of T's 29 faculties, colleges and divisions. "We're going to widen our efforts in this campaign by reaching out to all of our more than 300,00 alumni worldwide," he said. "It's a new

~ See 100TH: Page 2 ~

Provincial Budget Encouraging: Prichard

THE 1999 ONTARIO BUDGET'S allocation of almost \$1 billion for new classrooms and labs and research infrastructure is a welcome first step in strengthening the province's colleges and universities, says President Robert Prichard.

The next crucial step, however, which must come in next spring's budget, should be a major increase in operating funds to allow universities to admit more students, hire new faculty and support research and innovation as they deal with the onslaught of student demand expected in the next five years,

added Prichard, who also chairs the Council of Ontario Universities.

"This is the largest commitment of capital funds to Ontario's universities and colleges since the early 1970s and it comes at a critically important time," he said. "We are very pleased to have it but infrastructure money is only the first phase of what Ontario's post-secondary institutions need."

In 1999-2000, universities and colleges will receive only a one per cent increase in base operating grants, or an additional \$23 million in base funding. "Far greater

increases will be required to restore public funding to adequate levels and provide for future expansion," said Prichard.

The budget, however, does support some "important and encouraging" initiatives, especially for the University of Toronto. In his May 4 budget speech Finance Minister Ernie Eves announced that through the creation of a new \$20 billion SuperBuild Growth Fund, the government would inject \$742 million into the building and renovation of university and college classrooms and laboratories; these will include

"many exciting proposals from our post-secondary partners" such as U of T's proposed Centre for Information Technology.

Prichard said this essential new facility will accommodate 2,000 undergraduate and graduate students in computer science, computer engineering and electrical engineering. "It will also provide internationally competitive research facilities, many supported by 17 private sector contributors and partners. We are delighted by the

~ See PROVINCIAL: Page 2 ~

INSIDE

Gold medallist

UNIVERSITY PROFESSOR JAMES Arthur wins NSERC's leading science honour. *Page 3*

Back to basics

STUDENT VOLUNTEERS WITH Frontier College will go just about anywhere to help people learn to read and write. *Page 5*

Mailroom troubadour

Meet Leslie Barcza, mail services manager and talented musician. Profile. *Page 7*

IN BRIEF



Salman Rushdie visits U of T

CELEBRATED AUTHOR SALMAN RUSHDIE IS COMING TO TOWN AND visiting U of T. As the guest of the U of T Bookstore Reading Series, the sometimes controversial author will read from his new book *The Ground Beneath Her Feet* at Convocation Hall May 13 at 8 p.m. All proceeds from ticket sales will go to PEN Canada, an organization that works on behalf of imprisoned writers. Brought here by his publisher, Knopf Canada, Rushdie will be interviewed onstage after the reading by Eleanor Wachtel, host of CBC's *Writers and Company*; pre-autographed books will be available for sale. Some security precautions surrounding ticket sales are in place; for information please call 978-7993.

Cunningham new Innis College principal

PROFESSOR FRANK CUNNINGHAM OF PHILOSOPHY HAS BEEN appointed principal of Innis College. Cunningham was chair of the philosophy department from 1982 to 1988 and served on the founding committee of the division of the environment. He has held visiting positions in Japan, China and the Netherlands and has taught at the University of Montreal. He was inducted as a fellow of the Royal Society of Canada in 1995 and served as president of the Canadian Philosophical Association from 1997 to 1998. Since 1995 he has been a member of the Uni in the City committee, organized by the Innis College urban studies program and which brings together a selection of university people, city politicians and policy advisers. Cunningham's term at Innis begins July 1, 2000, with an acting principal appointed for 1999-2000.

Board terminates framework agreement

BUSINESS BOARD HAS APPROVED THE TERMINATION OF THE framework agreement between the U of T Staff Association and Governing Council as of June 30 and will cease to recognize UTSA as representing administrative staff as of that date. The board also approved a motion that certain elements of the framework agreement regarding grievances be maintained as interim university policy. The policy would apply to all administrative staff not included in any collective agreement under the Ontario Labour Relations Act and who are not members of the senior management group. The specific elements to be maintained are grievance procedure, the "just cause clause" and the protocol of conduct of grievance meetings.

Salary Deal Reached

~ Continued From Page 1 ~

said his members will see significant salary increases of between nine and 15 per cent over three years, depending where their salary falls in relation to salary breakpoint. Although UTFA had proposed an eight per cent across-the-board salary increase plus the annual consumer price index hike, this would have been extremely difficult to achieve given current economic

realities, Graham said.

"The [across-the-board salary] numbers in the province are not very encouraging at the present time and we're at the high end of these numbers. So the mediator looked at our situation in relation to others."

The two-year pension holiday with the third-year partial holiday "will also put a lot of cash in people's pockets" — from \$8,000

to \$12,500 depending on salary, Graham said.

Provost Adel Sedra said his office will begin preparing for implementation of the salary increases and PTR enhancements by encouraging prompt completion of annual performance reviews and determination of PTR increments. "We want to get on with it so faculty will see the impact in their July pay," he said.

Provincial Budget Encouraging

~ Continued From Page 1 ~

prospect of proceeding immediately with this critically important project."

The new capital funds will also support other high priority capital projects; the Ministry of Education and Training is expected to make decisions on specific projects over the next few months.

Other important features of the budget are:

- The creation of the \$250 million Ontario Innovation Trust, whose primary purpose will be to provide matching funds for Canada

Foundation for Innovation projects and funding for laboratories, high-tech equipment and other research infrastructure.

- The expansion of the Access to Opportunities Program by an additional \$78 million; this will increase the number of spaces in universities for students seeking computer science and high-demand engineering training programs and provide full funding for U of T's planned expansion in this area.
- Improvements in student financial aid, including the new Aim for the

Top tuition scholarship program that will provide \$35 million to 10,000 students, based on a combination of financial need and merit.

"Relative to other sectors, colleges and universities ranked high on the budget's priorities," Prichard said. "This budget vindicates our efforts to get these issues higher on the agenda but our needs remain greater. We require very substantial additional commitments of public funds and will be working hard over the next year to achieve them. But this budget is a good start."

100th Chair Established

~ Continued From Page 1 ~

ambition that challenges us to maintain our intensity while seeking to fund as many of our academic priorities as possible by 2002."

Among those priorities are five more chairs to complement the Goldring Chair — including one each in literature, art, history, Quebec studies and government and politics. Additional resources are also being sought for numerous projects including digitization and preservation of library book collections, a centre for aboriginal research, a refugee fellowship fund, undergraduate scholarships,

graduate fellowships and study abroad programs.

Capital projects include a new multi-divisional health sciences complex and a centre for cellular and biomolecular research as well as renovation projects at the Faculty of Architecture, Landscape, and Design, the campus childcare facility, University of Toronto Schools, the Institute of Child Study and Hart House.

"We have great challenges ahead," said Comper, "but reaching the milestone of the 100th endowed chair tells us that if we have a sense of shared purpose and commitment, there are no limits to what we can achieve."

And the Winner Is ...

When *The Bulletin* enclosed its readership survey in its March 29 issue, we offered our thanks ahead of time — in the form of a chance for one of the participants to win a meal on us at the Gallcry Grill: Professor Ed Barbeau was the lucky winner. Our thanks to Professor Barbeau for participating and to each and every one of you who answered our questions and offered your comments and suggestions. Once the numbers are crunched and the comments tallied, we'll let you know the results.

ON THE INTERNET

FEATURED SITE

Thinking globally



THE ATTACHE, AN international affairs journal at Trinity College and U of T, is a student-based print and online publication like no other. It provides an intelligent forum for discussion and debate of international mat-

ters, warranting review by anyone interested in this field. The editorial work is first-rate, with articles including the personal experiences of people studying or living in a foreign country, book reviews, scholarly essays, commentaries and even an art gallery. Although I found some of the personal commentary on the world's social conflicts and injustices disturbing, it reinforced the concept that we are all citizens of a fragile world. What I Have Seen, for example, painfully recalls the writer's memories of the military arrest of a cousin and the devastating toll it took on him and his family. The article really made me think about the fate of this individual and that of other international political prisoners.

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SITES OF INTEREST

One ringy dingy...

DID YOU KNOW THAT U OF T'S TELECOMMUNICATIONS department is responsible for approximately 10,000 telephone lines across the St. George, UTM, Scarborough and Downsview locations? This Web site provides basic information on telephone billing, servicing, purchasing and the U of T switchboard. And if you ever wanted to master the Octel voicemail system, be sure to refer to the Aria-at-a-glance, a handy and quick reference.

<http://www.utoronto.ca/telecom>

Ethics in health research

AS CHANGES IN SOCIETY HAVE PLACED DEMANDS ON RESEARCH institutions and increased public awareness of science and technology, U of T has become much more sensitive to research ethics. U of T Research Services and the Faculty of Medicine research office have jointly developed several educational programs for the research community in this increasingly important field.

<http://www.library.utoronto.ca/www/rir/hmpage/hmpageth.htm>

More Support For Researchers

BY BRUCE ROLSTON

NANOTECHNOLOGY RESEARCH was among the university's big winners in the province's latest Ontario Research and Development Challenge Fund announcement April 30.

A total of \$83.1 million in new funds will go towards advanced technology research: up to \$26 million from the province, matched by \$30 million from corporate sponsors and \$27.1 million from the university.

The largest outlay goes to the Energenius Centre for Advanced Nanotechnology. Professor Harry Ruda of electrical and computer engineering, who heads the centre, said the \$15 million in funds from the government will be used to hire new researchers and purchase equipment for manufacturing incredibly small components for possible use in computing, communications and sensors.

Ruda's fellow engineering professors Reza Iravani and Doug Perovic were also big recipients in electronics-related projects. Iravani's Applied Power Electronics Research Centre received \$1.5 million from the province to help improve technologies for converting and controlling electric power. Perovic, who chairs the department of metallurgy and materials science, will receive \$3.6 million in provincial funds for the planned Research Centre for Microelectronic Assembly and Packaging to develop new technology for electrical and photonic circuitry.

The Centre for Advanced Coating Technologies, headed by Professor Javad Mostaghimi of mechanical and industrial engineering, will benefit from provincial support to the tune of \$400,000 to conduct research into new ways of applying protective coatings, particularly for aircraft manufacturing.

"One of the biggest challenges facing the Canadian aerospace industry is finding a coating technology to replace chrome electroplating, which releases carcinogens," Mostaghimi said. "Developing alternative coatings is a major research objective."

The Faculty of Dentistry's Advanced Biomaterials and Regenerative Surgery Research Unit, led by Professor Johan Heersche and five colleagues, will receive \$5.2 million for research into bone regeneration and bone implants to help create implants that would shorten bone healing times or be used in new artificial joints.

University Professor John Polanyi of chemistry is also among those receiving new funds, with a \$433,000 contribution to his research into molecular scale imprinting. Polanyi's team is investigating how to imprint patterns of molecular size on a silicon chip or other crystalline surface through chemical reactions. Meanwhile, Christopher Yip of chemical engineering will receive \$250,000 from Ontario to create new high-resolution imaging tools that researchers can use to study the interactions between live cells and molecules as they actually occur.

The April 30 announcement was made in Simcoe Hall by local MPP Isabel Bassett (St. Andrew-St. Patrick) on behalf of the energy minister. At the same event the province named the U of T winners of its new \$150,000 Premier's Research Excellence Awards. In total 30 of the 66 awards given province-wide were given to U of T researchers. The awards, established by the province last spring to help leading researchers hire new staff for their research teams, are funded two-thirds by the province and one-third by a private sponsor or institution.

U of T's Budget Revised for 1999-00

BY CHERYL SULLIVAN

HIGHER THAN EXPECTED student enrolments in some areas and an increase in employee benefits costs are among some of the factors leading to minor adjustments in U of T's 1999-2000 budget.

The adjustments will result in a projected \$900,000 deficit in the university's operating budget of \$672 million, instead of the previously projected \$500,000 surplus.

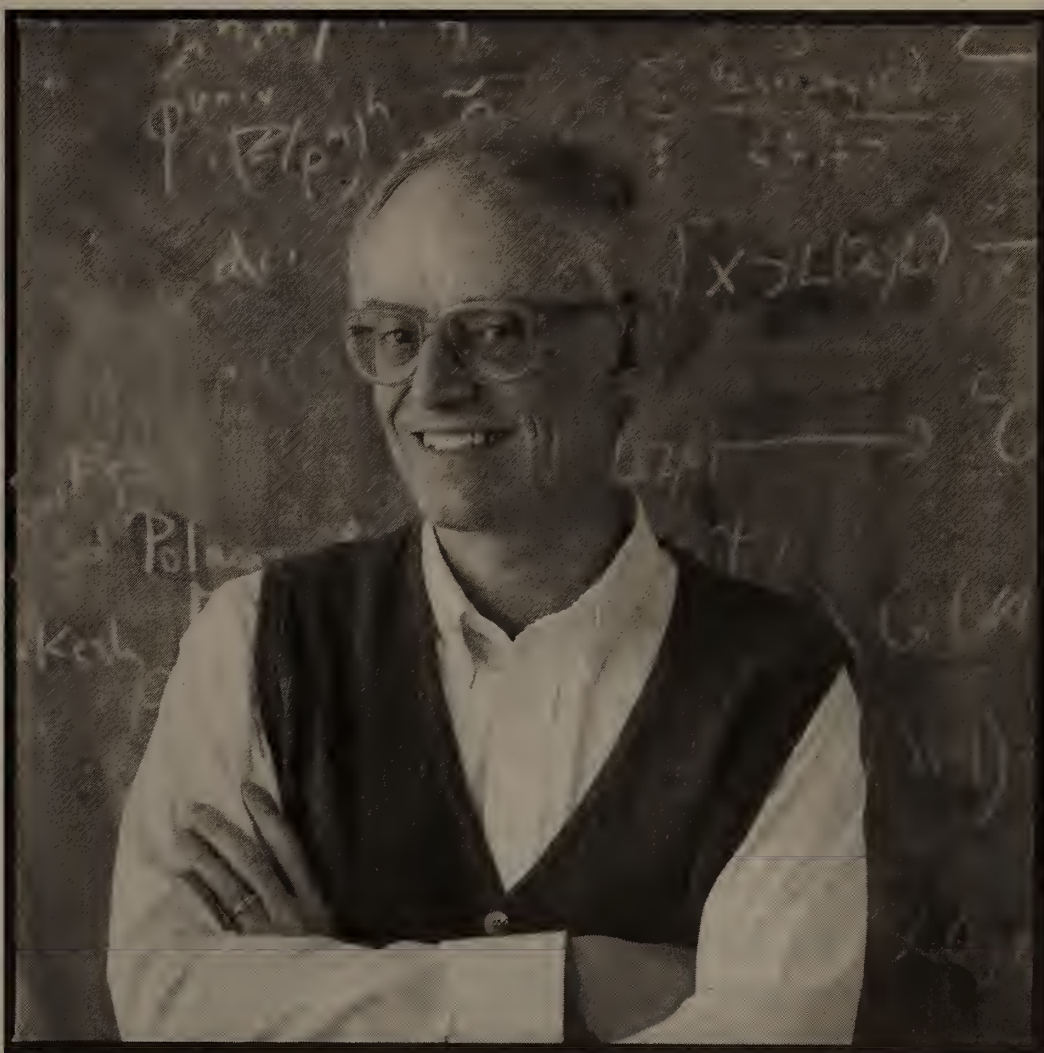
Derek McCammond, vice-provost (planning and budget), said the principal adjustments to the budget assumptions reflect new developments in two provincial government initiatives — the expected doubling of enrolment in computer science and high-demand engineering programs and a proposed province-wide increase in the enrolment in teacher education programs that would see U of T take in an extra 94 students.

Accounting for revenue increases in some areas are U of T's government operating grant, which is up by \$6.8 million due to a less than

expected loss in pay equity funding. Projected tuition fees are also up by \$3.6 million due to the increases in enrolment. Thirty per cent of the newly projected tuition fee revenue will go to the student aid reinvestment budget, representing an increase of \$1.2 million. Revenue from research contracts is also higher than previously anticipated by over \$2.3 million.

Increases in expenditures, meanwhile include \$2.2 million in benefits costs and \$1.6 million in one-time-only costs due to an increase in the divisional share of research overhead revenue. The funds transferred to the university infrastructure and investment fund have been increased by \$4.3 million to \$14.3 million.

In April 1998 Governing Council approved a two-year budget for the 1998-99 and 1999-2000 fiscal years. The revisions to the 1999-2000 budget, introduced earlier this spring, were approved by Business Board May 3 but must still be passed by Academic Board and Governing Council.



University Professor James Arthur in the classroom.

ROB ALLEN

Arthur Receives Gold Medal

BY BRUCE ROLSTON

UNIVERSITY PROFESSOR JAMES Arthur of mathematics has become the first UofT researcher and first mathematician to win NSERC's Canada Gold Medal.

The Natural Sciences and Engineering Research Council gives the medal — its leading science honour — in recognition of outstanding, sustained, lifetime contributions to Canadian research, basing its decision on the evaluation of an international panel.

Ronald Duhamel, the federal secretary of state for science, research and development, said the award, announced April 30, was meant in part to honour Arthur's more than two decades of work developing the next generation of Canadian mathematicians.

"Dr. Arthur has helped rewrite the intellectual foundation of modern mathematics. The Gold Medal

is fitting recognition for his contributions to Canada, his extraordinary career at the forefront of international research and for his success in helping establish Toronto as a world class centre for mathematics."

A leading mathematical theorist, Arthur has focused on the goal of unifying the mathematical fields of algebra and analysis, further developing the pioneering work in this area by fellow Canadian Robert Langlands. In pursuit of that goal, Arthur invented his "trace formula" in the early 1980s. The formula, and one of its products, the so-called "Arthur packets," are recognized worldwide as important steps in the ongoing development of Langlands' theories, now a major field of mathematical endeavour.

Professor Heather Munroe-Blum, vice-president (research and international relations), praised Arthur for his help in developing the University of Toronto as a

major centre for mathematics. "Dr. Arthur's eminence as a research mathematician and teacher is paralleled by his tremendous contributions as a scientific leader."

Arthur himself remained modest about the award, indicating he felt a little overwhelmed by the attention and congratulations he was receiving from both colleagues and strangers. "I just feel incredibly honoured and appreciative," he said.

Arthur has previously been honoured as a fellow of both the Royal Society and the Royal Society of Canada. Among many other honours, he received a Steacie Memorial Fellowship from NSERC in 1982.

On May 5 the professor travelled to Ottawa for the formal Gold Medal ceremony. Afterwards he was an honoured guest at the House of Commons, receiving a standing ovation from members of Parliament.

University May Lease Land

BY MICHAH RYNOR

U of T IS CONSIDERING LEASING five acres of land at the University of Toronto at Scarborough to Centennial College so the college can build an Advanced Technology Institute on the site.

The new institute, contingent on provincial government funding, would replace Centennial's outdated Warden Woods campus.

Scarborough principal Paul Thompson said Centennial wants to relocate its information technology, engineering and biotechnology programs to the Scarborough campus because these disciplines are the ones most likely to permit joint programming with U of T.

The University of Toronto already has a number of joint ventures with colleges, such as the theatre and fine arts program between UofT at Mississauga and Sheridan College; students receive both a UofT degree and a college diploma.

"University and community college partnerships are the way of the future," Thompson said.

Another hoped-for benefit of having the technology institute constructed at UofT at Scarborough would be better city transit service to the area to accommodate an additional 1,500 college students, said Thompson. The institutions could also save money by sharing parking and food services.

If all goes according to plan, the

institute could be operating within two to three years and Thompson acknowledged the university will have to be vigilant in maintaining its individuality with a community college next door.

"Because we are 32 km from the St. George campus we have had to spend a great deal of effort distinguishing ourselves from the community college system, especially since we were originally known as Scarborough College at U of T. In order not to confuse people we must keep our U of T identity front and centre," he said.

Thompson says the government's decision on funding Centennial's technology institute is expected soon.

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WINNING PROTÉGÉS



JEWEL RANDOLPH

Working as a team, architecture students Carolina Chan and Michele Au and engineering student Alex Chang have won the \$6,000 first prize in the Yolles/Toronto Arts Foundation Protégé Design Competition. Created by Toronto engineer Morden Yolles, the contest — designed to encourage collaboration and understanding between the architectural and engineering professions — challenged students from the two disciplines to devise creative and structurally sound designs for a community centre.

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LITERACY IN THE URBAN FRONTIER

Volunteer student tutors bring learning to people in need

BY MEGAN EASTON

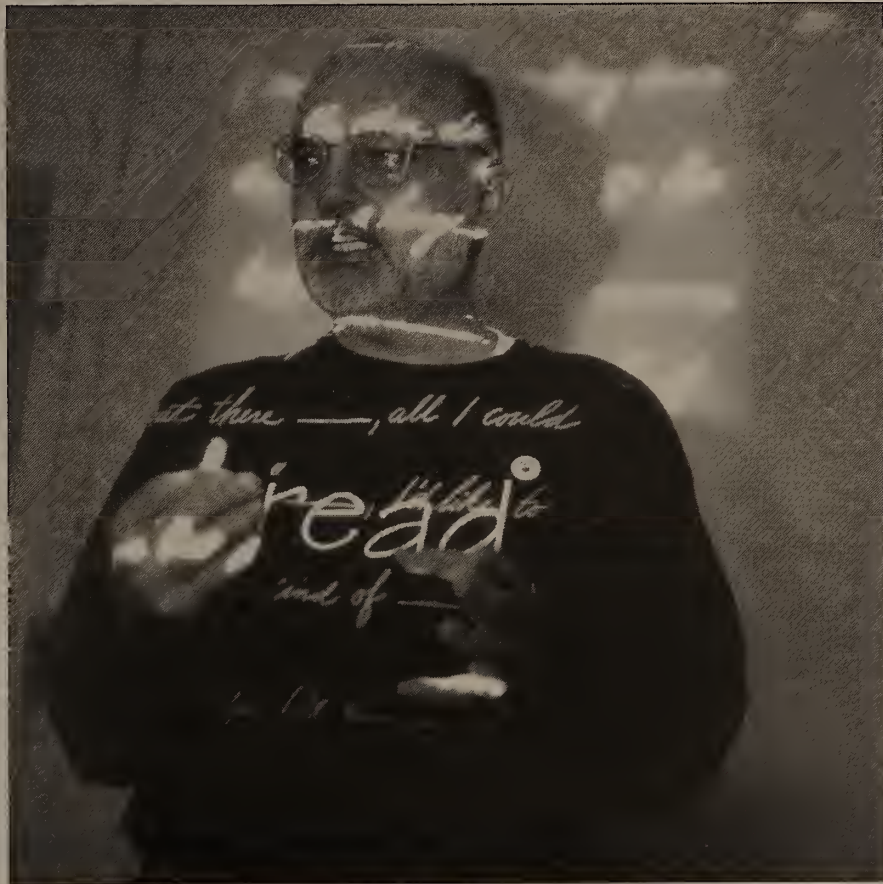
PETER JUN WAS LOST IN A FOREIGN country, unable to read the signs that would help him find his way, when it struck him — this is what it feels like to be illiterate.

As program co-ordinator of U of T's Students for Literacy, a chapter of the national literacy organization Frontier College, Jun works closely with people learning to read and write. But it took a dramatic personal experience to help him understand the true impact of illiteracy. "I realized some people experience that feeling of being lost for many years of their lives."

Jun organizes about 60 undergraduate and graduate literacy volunteers from diverse disciplines at U of T. Frontier College, celebrating its 100th anniversary this year, established formal university chapters in the early 1990s and now has 3,000 students participating at 40 campuses across Canada. College personnel provide training and support for the student tutors while universities supply the office space.

Originally called the Canadian Reading Camp Movement, Frontier College was founded in 1899 by educated men and women who established reading rooms and literacy instruction in lumber camps. A few years later a U of T student named Angus Gray came up with the idea of labourer-teachers — volunteers who worked side-by-side with their students by day and taught them to read at night.

Gray's novel concept permanently transformed the college's approach to literacy training. Other eminent U of T students became labourer-teachers over the years including Norman Bethune, former premier David Peterson and Ontario Chief Justice Roy McMurtry. Until the 1970s labourer-teachers continued to volunteer in work-intensive industries such as mining and construction but since then the organization's mandate has expanded to include community



Frontier College's John O'Leary training volunteer tutors at First Nations House.

literacy programs in the growing "urban frontier."

Some of the current U of T volunteers still work as labourer-teachers in the summer, travelling to farms that employ migrant labourers. The students who volunteer in Toronto, however, focus on neglected urban populations by organizing reading groups or working one-on-one with students ranging from immigrants to street youth and homeless people.

University students are ideally suited to literacy education, says Frontier College president John O'Leary. They have a love of

learning, enthusiasm about the power of knowledge and a strong response to social injustice, he says. "They want to take action and our message is that one of the most effective ways to fight injustice is to teach someone."

Some of the tutors have learned that challenging injustice often means challenging stereotypes. Susannah Van Damme co-ordinates a Somali reading and homework club in Regent Park, a neighbourhood known to scare away potential volunteers. However, her experience with the children and families there has been nothing but positive and the

Somali community has welcomed her. "I think that's why people should get involved — to see a whole side of Toronto that people in university aren't necessarily going to see," says the immunology and English literature student.

Helen Chimirri-Russell has also been exposed to a side of the city rarely seen on campus. "This has opened up my eyes to a whole other community out there," she says. "I had no idea the need was so big." The anthropology student matches other U of T student volunteers with community agencies such as Beat the Street, an organization for street youth, and the Native Women's Resource Centre.

At the Scarborough campus program, organizer Anita Bance discovered homeless families living minutes from the university in motels leased by the government for temporary shelter. She was working at a nearby school and learned about it through some of the children who live there. Now she runs a drop-in reading program at one of the motels. "The children come if they want to, not because they have to," she says, "so having them show up every week and look forward to coming is very gratifying."

In the spirit of the original Frontier College philosophy, volunteers continue to bring learning to people in need wherever they are — the street, the home, the school or the workplace. And while seeing progress and encouraging academic achievement in their students is important to the tutors, most of them consider literacy an essential skill not confined to the classroom.

"Literacy gives people a sense of empowerment," Jun says. "Opening the door to reading provides a person with control, the power to guide his or her own life and function as a member of a society so heavily dependent on reading. Because when you see words all around you and you can't read, you're left in the dark."

ROB ALLEN

PRESIDENTIAL SEARCH COMMITTEE

Invitation for Submissions

The Search Committee for the new President of the University of Toronto, to take office on July 1, 2000, is beginning its work. One of its first tasks is to develop ideas about:

- * the principal **strengths** upon which the University should build over the next five to ten years;
- * the principal **challenges** that the University will face in the next five to ten years;
- * the **implications** of those strengths and challenges for the new President, in two senses:
 - * the President's specific **personal priorities**, and
 - * the specific **priorities** the President should ensure are achieved by others in the administration;
- * the key **strengths and characteristics** the Committee should therefore be seeking in a new President.

The Committee would benefit a great deal from knowing views of members of the University on these matters.

Members of the University are invited to submit their views in writing to:

Wendy M. Cecil-Cockwell, Chairman
 Presidential Search Committee
 Office of the Governing Council
 Room 106, Simcoe Hall
 University of Toronto

*It would be very helpful for the Committee to have submissions as soon as possible and before June 11, 1999.
 Submissions will be treated as confidential to the Committee.
 Nominations of individuals will be invited at a later date.*

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SPECIAL DELIVERY

Music is campus mail services manager's real passion

By AUDREY FONG

AS MANAGER OF MAIL SERVICES ON the St. George campus, Leslie Barcza and his staff of six at facilities and services handle, on an average day, tens of thousands of envelopes, magazines and parcels as the department delivers in excess of eight million pieces of mail a year.

The bags from Canada Post arrive in a five-ton truck, followed by subsequent campus mail truck deliveries. The staff begin sorting as early as 6:45 a.m. at the central mailroom in the North Borden Building, while Barcza co-ordinates the delivery to 200 departments.

"What amazes me about my staff is their understanding of the university's infrastructure, by means of memorizing thousands of details (such as postal codes, department names and personnel). At the same time they're able to deliver a customer service pleasantly and professionally while meeting deadlines and expectations."

Barcza, 44, came to U of T in 1984 to work as a campus mail driver; in 1991 he began managing the entire operation. In addition to his mailroom duties, he also designs interesting and creative Web pages for the facilities and services Web site (<http://www.facilities.utoronto.ca>).

The friendly Barcza, however, has yet another talent — he is a successful musician, pursuing his artistic passion as an after-hours professional vocal coach, singer, composer and playwright.

Barcza coaches and serves as accompanist for "up and coming" young singers — some of them students at the Faculty of Music — during auditions or performances. He also

composes music in the classical/operatic genres as well as a "new agey" direction. Some of his recent performances include the Graduate Centre for the Study of Drama's staging of his adaptation of Rimsky Korsakov's *Mozart and Salieri* last September. He also had a tenor solo part in a church recital of Handel's *Messiah* and he just released a short original opera at the Festival of Original Theatre, entitled *Venus in Furs*.

Barcza's training began with learning the fundamentals of classical piano playing at the Royal Conservatory of Music. At 13 he stretched his abilities by sight-reading and playing musical scores before pursuing composition studies. Despite greatly enjoying music Barcza says he never aspired to pursue

a full-time musical career and instead majored in English at Trinity College.

"I tried writing, making big, bold mistakes by imitating. I tried, failed and then got training. Nevertheless, Trinity was a great place to do plays."

There are times when Barcza does wonder what his life might have been like if instead of being someone who "lives and breathes art while having a day job," he had dedicated himself fully to music. Still, he has no regrets.

"Only a select few are able to pursue their passions on a full-time basis. In all sincerity there are times when I am faced with the choices of pursuing commercial musical success or following my own creativity and direction," he admits, but adds that he is ultimately happy with the choices he's made and says he finds great inspiration — and motivation — in both of his current occupations.

"I don't do anything that I don't enjoy.

There are tangible solutions in my U of T job, so it's nice to perform a customer service. On the other hand it's nice to make music with people as it's always different and never boring."

Just to keep things interesting and fun, every year Barcza peddles his musical wares and dispenses his philanthropic generosity by delivering singing telegrams across campus during the staff/faculty appeal for the United Way. Therefore, he isn't kidding when his ads depict a travelling troubadour who does Elvis impersonations with a portable keyboard.

"It's a great way to raise money and to perform with an extremely forgiving audience, as it's over quickly, over and done with!"



JEWEL RANDOLPH

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submit information
regarding awards
and honours
as well as death
notices of staff and
faculty.

Please include as
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information as
possible and in the
case of obituaries,
a CV is especially
welcome.

Please send, deliver
or fax the
information to:

SUZANNE SOTO,
EDITOR,
21 King's College
Circle

fax: (416) 978-7430.

SPOTLIGHT ON RESEARCH

ENDANGERED FORESTS AND THE 'IDEAL WOMAN'

Models depress women

Magazine ads featuring female fashion models have an immediate negative impact on a woman's self-esteem, according to a U of T study published in the *International Journal of Eating Disorders*.

Led by Leora Pinhas, researchers asked 118 female university students about their mood, body satisfaction and eating patterns. One week later the women were asked the same questions immediately after viewing a series of ads, with half of the women being exposed to ads from popular women's magazines while the others looked at images that contained no pictures of people.

"The experimental group responded immediately with depression and hostility after viewing the 'ideal women' shown in these ads," said Pinhas, a lecturer in the department of psychiatry. "And this was only after viewing 20 pictures. Think about how many hundreds of photos are in some of these fashion and

lifestyle magazines, not to mention billboards, television and movies."

Pinhas said Western culture needs to rethink how it portrays the female body so more women can feel comfortable about themselves and not be pushed towards eating disorders. "I know I'd be hard pressed to find a young woman who felt good about her body, never dieted and ate normally."

Steven de Sousa

Quick tests possible

New advances in biosensor technology hold the promise of quick screening for life-threatening fungal and bacterial infections and diseases such as hepatitis or AIDS.

Professor Ulrich Krull's new DNA hybridization detection system combines the precision of DNA chemistry with the speed of fibre optics to provide on-the-spot testing for organic molecules. "Most existing equipment needs long periods of time to work, but we can achieve a

determination in seconds," said Krull, associate dean of sciences at the University of Toronto at Mississauga.

Biosensors use actual organic molecules to detect reactions and convert them to a signal that humans can read quickly. Krull's experiments involve attaching strands of DNA, the molecular basis of life, directly to a fibre optic surface. The strands bind to a specific DNA or RNA sequence the sensor is set to look for and the resulting chemical changes are detected via the optical fibre.

One application Krull has tested successfully in the laboratory involves rapid screening for genetic material associated with fast-moving fungal infections, a leading cause of death in individuals with weakened immune systems. Similar technology could be the foundation for disposable diagnostic devices that would make screening for strep infections, hepatitis or AIDS as easy as current home pregnancy tests, said Krull.

Bruce Rolston



Beetle threatens forests

A European beetle that arrived in North America in the ballasts of ships will likely spread throughout Canada and present a major threat to the lumber and Christmas tree industries, says Professor Sandra Smith of forestry.

A three-year study led by Smith found that the introduced pine shoot beetle, first sighted in Ontario in

1993, has few natural enemies here that could stop it from feeding on Canada's red, white and jack pines. Six native parasites as well as some native beetle species will attack this voracious insect but they don't appear to be major threats, she said.

"People who own pine stands must be vigilant when it comes to tree sanitation and maintenance," Smith said. "That means knowing when to harvest and how to leave an area free of dead limbs and bark that the beetle can burrow under." Smith added that the lumber industry will have to reassess how trees are stored, especially those waiting to be processed. Not only lumber forests but tourist attractions such as national parks could be decimated by this beetle. "As of 1997 the introduced pine shoot beetle had infested 18 Ontario counties and our research shows that during a warm summer and fall, they could reproduce not once but twice," Smith said.

Michal Rynor

UNIVERSITY OF TORONTO JOINT CENTRE FOR BIOETHICS

FIFTH ANNUAL JUS LECTURE

in honour of Dr. Andrzej Jus

"DNA and Politics"

James D. Watson, PhD
Cold Spring Harbor Laboratory
New York

Friday, May 28th, 1999, 2:00 - 3:30 pm
Mount Sinai Hospital, Ben Sadowski Auditorium
600 University Ave., 18th floor

The Changing World of Nursing: Employment Trends and Job Fair May 13, 1999

This first annual conference is co-sponsored by the Registered Nurses Association of Ontario and the Ontario Ministry of Health. Speakers include Dr. Gail Donner and Dr. Linda O'Brien-Pallas from the Faculty of Nursing as well as Elizabeth Witmer, Minister of Health and Cam Jackson, Minister of Long Term Care.

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Diana Schaub

Assistant Professor of Political Science
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"Taking Up The Slack:

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Wednesday, May 26, 5:30 pm
Sidney Smith Hall, Room 3037
100 St. George Street

A Second Lecture will be given the next day:

"The Liberation of Women, Old and New"

Thursday, May 27, 10:00 am
Sidney Smith Hall Room 3037
100 St. George Street

LETTERS

PENSION PLAN WORTHY OF DEBATE

Professor Michael Finlayson has my thanks for taking the time to respond to my article on pensions. A good debate on a topic important to so many is welcome and long overdue.

Professor Finlayson notes that my article "does not tell the whole story." I agree. A one-page article cannot do full justice to the whole sad story of pensions at U of T. The full story requires far more discussion.

My prior and fundamental conclusion still stands. Namely that within the current budgetary parameters of the existing U of T plan, the pension benefits for all plan members, retired as well as active, could double. This conclusion does not assume a superior investment return. Only the actual and less-

than-superior returns of the U of T pension plan are required.

Is Professor Finlayson being facetious when he lauds our current pension contribution holiday? Perhaps. We would be much better off without the contribution holiday if instead our contribution could result in higher benefit payouts or if we could have the RRSP room increased (in recognition that our employer does not, in practice, contribute to our plan). In Canada the annual pension contribution room (or RRSP allowance) is the single most important tax-deferral benefit our government offers for middle-upper income citizens. Not to be able to use it is a disadvantage and financial loss. To argue, as Professor Finlayson does, that not to use it is "a benefit" is wrong. This "holiday" does not benefit the retirees and it does

not benefit all those who want full and effective use of the maximum annual RRSP tax-deferral room.

Professor Finlayson mentions the new supplementary retirement arrangement (SRA) that he says will affect 800 active members. What he does not mention is that these are the 800 "high rollers" in our institution; those whose current pensions benefits are maxed-out at about \$65,000 per year. He notes that the past service cost for this new SRA benefit was \$80 million. As I understand it then, each of the 800 lucky recipients was given an average bonus of \$100,000 out of what I call the "removed surplus." But what of the other 8,000 members in our pension plan, the remaining 90 per cent? And in light of the disquieting fact that the current average annual pension of the 3,300 retirees is only \$19,008 a year, far below the \$65,000 of the SRA recipients, I am distressed that the administration's priority was to reward those at the top of the food chain with this \$100,000 per individual.

Professor Finlayson introduces the topic of investment risk. I believe he misrepresents it and since the topic lends itself to confusion, uncertainty, fear and horror stories, it is a fertile topic for those wishing to sow seeds of obfuscation regarding a defined-contribution pension plan. Space limitations do not allow me to discuss this issue here but I would be glad to do so with anyone who is interested, including Professor Finlayson.

During my 28 years at this university I have observed untold

external reviews of academic units. To my knowledge there has not been one similar public, arms-length, external and objective review of our pension plan. Why is that?

GEORGE LUSTE
PHYSICS

WE COULD DO MUCH, MUCH BETTER

Although not pretending to be an expert on pension plans, I should like to draw the attention of my colleagues to some points that may have been overlooked in the great debate between "defined benefit" and "defined contribution" plans. To me the most important question is not, Which is it? it is, Who defines it? and How much is it defined to be?

We are told that we should eschew a defined-contribution plan because such a plan would be "risky." The word "risk" is thus supposed to be a nasty word, and professors are thought to be so risk averse that they would rather take one dollar for sure than an "expected" five dollars plus or minus one dollar. In fact the "expected value" matters a great deal and we should not foreclose the opportunity to enjoy large gains just to eliminate small losses.

Moreover the risk itself is extremely small. People sometimes may overlook the fact that there is no reason for an individual professor to bear any risk at all, even with a defined-contribution plan. We are hundreds of professors, retiring over many decades. In other words we are, as a group, highly diversified, thus essentially

eliminating all risk.

All this assumes, of course, that the situation is properly handled by a responsible authority (a "pension trust") that has the best interests of professorial compensation in mind. Just as the retired professors are currently protected by the pre-retired ones from large, unforeseen upturns in inflation, the pre-retired professors could be protected by the retired ones from large, unforeseen downturns in the equity markets. Although the details would be technical they are completely feasible and could be handled by the pension trust.

If the university contributed nine per cent of salaries annually to the pension trust, then (assuming 40-year careers with real salary growth of 2.5 per cent per year and a 10 per cent annual return in the pension fund) professors could retire with a personal pension fund such that he or she could buy a five per cent perpetuity equal annually to his or her final salary!

Anything seems preferable to the present situation wherein the one entity that has compensation interests clearly the reverse of professors — the university — is permitted to administer the plan and wherein the "benefit" that is "defined" leads in fact to no contribution at all from the employer. One does not have to be a 10th-degree actuary to figure out that the president of Swiss Chalet is currently in charge of the chicken coop and that we can do much, much better.

P.C. HUGHES
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Ben Sadowski Auditorium, 18th Floor Mount Sinai Hospital

2:30 p.m. on Tuesday 1 June 1999

Chair: Dr. R.A. Phillips
Executive Director,
National Cancer Institute of Canada

Greetings from: Dr. Cecil Yip,
Vice Dean of the Faculty of Medicine

Dr. Brenda Gallie, The Hospital for Sick Children and University of Toronto
"The continuum of cancer research and care, illustrated by Retinoblastoma"

Dr. Pamela Ohashi, Princess Margaret Hospital and University of Toronto
"T cells: To be ... or not to be ..."

Dr. Mike Tyers, Samuel Lunenfeld Research Institute and University of Toronto
"Ubiquitin-dependent proteolysis and the control of cell division"

Dr. Jeff Wrana, The Hospital for Sick Children and University of Toronto
"TGFbeta, BMPs and the Smad suppressor pathway"

Reception in the 7th Floor Research Atrium of Princess Margaret Hospital.

For more information please call **Sharona Jackson at (416) 586-8407.**



STATUS OF WOMEN OFFICER

The Status of Women Search Committee invites applications and nominations for the position of Status of Women Officer.

The Status of Women Officer reports to the President of the University. The Officer advises the President and other members of the senior administration on matters of policy relating to women's issues for students, faculty and staff, and encourages research into the status of women at the University.

The Committee encourages applications and nominations from faculty members and administrative staff. The position is for a period of three to five years with the possibility of re-appointment. Special work arrangements and secondments will be considered to accommodate the particular circumstances of the successful candidate.

For confidential consideration please submit your nomination or résumé by May 17, 1999 to:

Prof. Marion Bogo, Chair
c/o Dr. Chris Cunningham, Secretary
Status of Women Search Committee
Office of the President
Room 206, Simcoe Hall
21 King's College Circle
Toronto, M5S 1A1
Fax: (416) 971-1360 or
chris.cunningham@utoronto.ca

For further information you may contact Susan Ashmore, Central Administration Human Resources Services at (416) 978-2110 or susan.ashmore@utoronto.ca

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities.

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word, e-mail addresses count as two words. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, Toronto, Ontario M5S 3J3.**

Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call (416) 978-2106 or e-mail nancy.bush@utoronto.ca.

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Sabbatical sublet, High Park; July-December (negotiable); nicely furnished, newly refurbished apartment in house; large bedroom, second bedroom/study. \$1,250/month plus electricity; all appliances. Indian Grove, minutes from College streetcar, Keele subway and High Park. 766-1294, steiger@yorku.ca.

High Park. 1-bedroom, fully furnished, all amenities including laundry, cable TV, sauna. Steps to subway. May 15 — September 30. \$780 monthly inclusive. Please call (416) 604-7410.

Sabbatical year rental. High Park on College streetcar. Sunny, furnished, three-floor, four-bedroom, two-bath house with yard and garage. Great family neighbourhood. Available August or September 1. \$2,250 per month. (416) 978-3236, daniere@cirque.geog.utoronto.ca

Sabbatical rental, steps to U of T. St. George subway; Annex townhouse, three bedrooms, 2 1/2 bathrooms. September 1999 (flexible, possibly July) through August 2000. Large family room, study with skylight, terrace. CDN \$2,300/month includes all utilities, cable TV, Steinway grand, indoor parking, more ... (416) 481-9496 or (preferably) dhp@YorkU.CA

Central. Charming, renovated, 3-bedroom townhouse from September to May 2000. Garden, patio, parking. Walk to King & Yonge. Minutes to DVP & Gardiner. Furnished & equipped. \$2,000+ monthly. Tel. (416) 368-0768, fax (416) 368-1508.

Bathurst-Eglinton area. Spacious, furnished 4-bedroom home. Large kitchen and family room, main-floor study, central air, large garden, double driveway. Schools, TTC, shopping. Non-smokers. Available July 1. \$2,400 per month. (416) 783-2239

Sabbatical house, York Mills-Bayview. 3 bedrooms. Finished basement. Furnished. Central air. Peaceful garden. Quiet street. Schools, park, TTC within 2 blocks. July 1999 — June 2000. No smoking, no pets. \$2,200/month + utilities. (416) 391-4267; richard.ellen@utoronto.ca

Annex sabbatical rental, Walmer Road. Beautiful, large, fully furnished family house. 4+ bedrooms. Living, dining, family rooms. Huge kitchen. Private garden. Driveway/carport. Walk to U of T. Steps to subway. \$2,800/month+. July 1999 to July 2000

(flexible). (416) 925-7693. house@etclab.mie.utoronto.ca

Annex sabbatical house. Available 1 year, mid-July 1999. Light spacious, comfortable. Fully furnished, washer/dryer/dishwasher, 3-storey house with 2-3 bedrooms, 2 1/2 baths, fireplace, lovely large garden, brick patio. Parking. Non-smokers. \$2,000/month inclusive. (416) 531-8109. jona.barker@utoronto.ca

Summer rental, College-Dovercourt June to mid-August (flexible). Spacious house, huge garden, fully equipped, cable, VCR, laundry. \$1,450 (flexible). (416) 516-3623.

Beaches. Main & Queen. Beautiful 1-bedroom basement apartment. Unfurnished. Newly renovated. \$800 per month inclusive. 1-year lease. Suit one quiet professional non-smoker, no pets. References. Tel.: 693-8048.

High Park, steps from subway, 10-room furnished home featured in *Canadian Living*. From August 1 for one year. Garden, deck, balconies, fireplace, piano, cable, a/c, parking. No pets, no smokers. \$3,000 plus utilities. (416) 761-0198.

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St. George and Prince Arthur. Sunny, air-conditioned corner studio apartment. Secure, luxury building with 24-hour concierge. Washer, dryer in suite, all utilities included, \$885/month, parking extra. Available July 1. Call 968-1720.

Bathurst/St. Clair. Four-bedroom house, fully furnished, 4 appliances. Large deck, large garden. August 1999 — June 2000. Pinewood Avenue, great neighbourhood, schools close, TTC 20 minutes to campus. \$1,250+. Fax: 011-39-06-6880-2349; irfrome@librs6k.vatlib.it

Furnished 4 BR/office, 3-storey house, 2 bathrooms, deck, garden, BBQ, finished basement, garage parking, close to subway, park, cafes, 15 minutes U of T. Non-smokers, cats OK. \$1,950+. July 1/99 for one year, some flexibility. (416) 535-7545 or van@dgp.utoronto.ca

3-bedroom furnished house five minutes from St. George campus. Available September 1 to May 31 (negotiable). A/C, garden, cleaning woman. \$1,875 + utilities. (416) 925-4090.

Beautiful Beach home. 3 bedrooms, furnished, hardwood floors, laundry facilities, study has bay window, walk along boardwalk, paddle to Bluffs, steps to TTC. \$1,400/month. 1-year rental from July 15, 1999. (416) 693-4684.

Beautiful one-bedroom flat, Bedford Road (Avenue/Davenport), close to all amenities, U of T. Large rooms, hardwood floors, fireplace, yard, furnished, street level. June 24 — October 7 (flexible). \$670 inclusive. Non-smokers only. (416) 944-1097.

2-bedroom, furnished. Two-bed, two-bathroom, balcony, tastefully antique furnishings, 9th floor. Superior secure condominium, central, St. Clair. Available June. Parking. Private. Hugh Wilkinson, (416) 925-9426 (eve), 983-6983 (day), huwlknsn@idirect.com

Royal York/Bloor. Two-bedroom furnished bungalow in tree-lined neighbourhood. Fireplace, private garden with pond. Close to parks, shops, restaurants, subway. \$1,750 + utilities. Available July 1 (one year). Call (416) 239-0759.

Annex, prime three-storey, 3-bedroom house available June 15/July 1. Sunny, quiet, gardens, hardwood floors. Walk to university, public transit. 5 appliances. \$1,950 + utilities. 367-6104 or 925-0179.

Bathurst-Eglinton facing Forest Hill. Large apartment, suitable for visiting academics. \$1,050. 2.5 bedrooms, spacious, hardwood floors, bright, quiet, lightly furnished, garage, laundry, telephone, close to U of T. Frequent bus service. Short/long stay. Call 351-0880.

College/Bathurst. 2-storey semi-detached house, 3 bedrooms + den, large living/dining-room, renovated kitchen and new wash-room, sunny backyard, parking, immediate possession. \$1,650/month. Linda Chow, (416) 402-6161, (416) 223-8833.

ACCOMMODATION REQUIRED

Responsible female graduate student from Vancouver looking for accommodation from September to mid-December 1999. References available. Please contact: Joan Andersen (604) 736-4184 or janderse@vancouver.cbc.ca

Professional couple, one school-age son, seeks a 3-bedroom house or apartment, summer 1999 to 2000, in the Yonge and Eglinton area; \$1,200+/month. References. Call Victor at (416) 922-4678; victor@utstat.utoronto.ca

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ACCOMMODATION OUT OF TOWN

Summer sublet. Montreal. Cozy, furnished, junior one-bedroom with balconies; utilities included; extremely well-located, minutes from McGill, Concordia, Metro and downtown. Available May 10 — August 7. \$450 per month or best offer. Call (416) 651-0577 or (514) 821-1978.

Montreal. Southam Fellow arriving for academic year at University of Toronto in September has a 3-bedroom, furnished, very well located apartment to rent from September 1 through April 30. 1st floor, with nice backyard and basement, close to park, biking path and all possible amenities. Call Agnès at (514) 285-7083 or e-mail agrud@lapresse.ca

ACCOMMODATION OVERSEAS

Dublin, Ireland. 2-bedroom Edwardian apartment. All amenities. Central. Sleeps 4. (5 rooms.) Fully equipped/furnished. Minimum 1 week (\$895). Longer terms available. Telephone (416) 924-6132. E-mail: akearon@inforamp.net

GREECE. Sabbatical or holiday rental. 5 minutes from beach, 3 hours to Athens/Delphi. Farm in west Peloponnese. Family or 2 couples. \$1,000 per month or less long term. (416) 244-7749.

BED & BREAKFAST

Bed and Breakfast Guesthouse. Walk to U of T. Restored Victorian home. Single, double and private en-suite accommodations. 588-0560.

Bed and breakfast opening in Toronto June 11, 1999. Quiet, comfortable, immaculate home, smoke- and pet-free. Walk to restaurants, Yorkville, University of Toronto and subway. Parking. Rooms \$75 to \$115/night. Reservations (403) 320-5376.

VACATION / LEISURE

Prince Edward Island, cottage for rent. Secluded, white sand beach. June, July. Minimum 2 weeks. Phone (416) 488-6370.

Country retreat available for summer. Two hours northwest of Toronto, beautifully renovated 100-year-old stone schoolhouse on 3/4 acre. Fireplace, sauna, spiral staircase to sleeping loft, one bedroom on main level, deck. Ten minutes to Bruce Trail, 20 minutes to Meaford. Flexible arrangements, call (905) 884-7360.

HEALTH SERVICES

PERSONAL COUNSELLING in a caring, confidential environment. U of T extended health benefits provide excellent coverage. Evening and weekend hours available. Dr. Ellen Greenberg, Registered Psychologist, The Medical Arts Building, 170 St. George Street. 944-3799.

INDIVIDUAL AND COUPLE THERAPY. Experienced in psychotherapy for anxiety, depression and relationship problems. Coverage under staff and faculty benefits. Dr. Gale Bldfell, Registered Psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-6789.

Individual psychotherapy for adults. Evening hours available. Extended benefits coverage for U of T staff. Dr. Paula Gardner, Registered Psychologist, 114 Maitland Street (Wellesley and Jarvis). 469-6317.

PSYCHOANALYTIC PSYCHOTHERAPY with a Registered Psychologist. Dr. June Higgins, The Medical Arts Building, 170 St. George Street (8loor and St. George). 928-3460.

Psychologist providing individual and group psychotherapy. Work stress, anxiety, depression and women's health. U of T staff health plan covers cost. Dr. Sarah Maddocks, registered psychologist, 114 Maitland Street (Wellesley & Jarvis). 972-1935 ext. 3321.

Psychotherapy. Dr. Joan Hulbert, Psychologist. Eglinton Avenue near Yonge. (416) 544-8228. Focus on depression, anxiety, substance abuse, difficulties with assertiveness, relationship problems, self-esteem, abusive relationships. Group therapy for self-esteem and assertiveness. Fees may be covered by Employee Health Insurance Plan.

Individual cognitive behavioural psychotherapy. Practice focussing on eating disorders, depression, anxiety and women's issues. O of T staff extended health care benefits provide full coverage. Dr. Janet Clewes, Registered Psychologist, 183 St. Clair Avenue West (St. Clair and Avenue Road). 929-3084. 1900 Dundas St. W., Suite 243, Mississauga, Ontario, (905) 814-5888 (Dundas St. W./Erin Mills Parkway).

THE DEPARTMENT OF ECONOMICS
THE CENTRE FOR INTERNATIONAL STUDIES
UNIVERSITY OF TORONTO

GRADUATE STUDENTS' CONFERENCE IN DEVELOPMENT STUDIES

"Emerging Issues in Rural Development"

Friday May 28, 1999, 8:30 a.m. to 5:30 p.m.

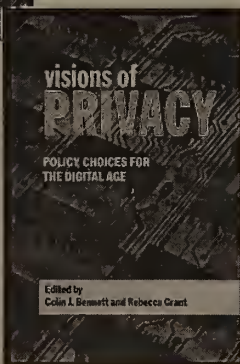
Centre for International Studies
Conference Room
(OISE, 252 Bloor Street West, 8th Floor)

Register at cis.general@utoronto.ca or check out our website at <http://www.chass.utoronto.ca/~slaszlo/conference.html>. Free admission, lunch served. Co-sponsored by the School of Graduate Studies, Graduate Students Union and the Graduate Economics Union, University of Toronto.

Visions of Privacy

POLICY CHOICES FOR
THE DIGITAL AGE

Edited by
Colin J. Bennett
and Rebecca Grant



New technologies and recent trends in business and politics have transformed the privacy protection landscape since most industrialised nations drafted their legislation in the 1970s and 1980s. Experts from Canada, the United States, and the United Kingdom, explore five potential paths to privacy in the new age.

PAPER \$22.95

Part of the *Studies in Comparative Political
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7 Hart House Circle

"UPDATING The Real World of Technology"

four public lectures by

DR. URSULA FRANKLIN C.C. FRSC

Tuesday, May 18

Thursday, May 20

Tuesday, May 25

Thursday, May 27

Communications: Ancient and Modern

Technology's Impact on Time

Technology's Impact on Space

Synthesis: Living at the Interface of the
Biosphere and the Bitsphere

at Ursula Franklin Academy

90 Croatia Street, near Dufferin and Bloor

Information: 393-0430

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\$5 minimum donation per lecture

All proceeds go to  
the Ursula Franklin Academy Scholarship Fund

Box office opens at 6:00 pm-Lecture at 7:30 pm, sharp.



## UofT Library Renovations

## Over Spring & Summer

### Gerstein Science Information Centre

Effective Saturday May 8, 1999, the main entrance to the Gerstein Science Information Centre and to the Audiovisual Library will temporarily move from 9 King's College Circle to 7

King's College Circle. Renovations to the main floor entrance area of the library will take place during May, June and July but the library will be open for business as usual. Full access to all library services, collections and study space will be available, except for the Canada Day and Civic

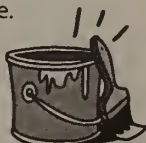
Holiday weekends. There may be construction noise disruption, but only between the hours of 8:30 a.m. and 12 noon.

The renovation will result in improvements to the entrance lobby, student lounge, loans desk and information workstation area.

### Access & Information Desk, Robarts Library

From 8 May to June, the final stage of the construction of Phase 2 of the Information Commons will affect the library service desks on the first floor of Robarts Library. All services will continue to be provided, but some of these services will be moved, temporarily, to other locations on the first and second floors of the building. Please watch for signs to assist you in locating these services or inquire at the Information Desk at the first floor entrance.

We apologize for the inconvenience these projects may cause our patrons.



# CLASSIFIED

**Dr. Gina Fisher, Registered Psychologist.** Psychotherapy for depression, anxiety, relationship problems, stress, gay/lesbian issues, women's issues. U of T extended health benefits apply. Evening appointments available. The Medical Arts Building (St. George and Bloor). (416) 961-8962.

**Psychologist providing individual, group and couple therapy.** Personal and relationship issues. U of T extended health plan provides some coverage for psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Avenue (Bathurst/Bloor).

**Dr. Dvora Trachtenberg, Registered Psychologist.** Offering individual and couple/marital psychotherapy. Fees covered fully or partially by U of T extended health benefits. Evening appointments available. The Medical Arts Building (St. George and Bloor). (416) 961-8962.

**Dr. Martin Antony (Psychologist) & Associates.** Practising in assessment and short-term, cognitive-behavioural treatment of anxiety and mood problems, including: fears/phobias, social and performance anxiety, panic attacks, agoraphobia, chronic worry/stress, obsessions/compulsions, and depression/low self-esteem. U of T staff extended health care benefits provide full coverage. Daytime, evening, and weekend appointments available. Medical Arts Building (St. George and Bloor). (416) 994-9722.

**Psychotherapy and assessment for:** anxiety, depression, trauma, addictions, loss, burnout, gifted, LD, ADHD. In: adults, couples, children and families. Applying cognitive behaviour therapy, systemic analysis and group treatment. Dr. E. Gelcer, Bloor at Castlefrank. Phone 928-3179.

**Counselling and psychotherapy** for personal problems, mental health and individual growth: depression, anxiety, job and family problems, disability, new challenges. Short-term or long-term; day or evening hours. Dr. Carol Musselman, Registered Psychologist, 252 Bloor Street West. Arrange an initial consultation to discuss your needs (923-6641 ext. 2448). May be covered by UT health insurance.

**Dr. Will Cupchik, Registered Psychologist.** Adult, couple, teen and intergenerational (adult child & parent) psychotherapy. Personal self-esteem and relationship issues; depression, anger, loss, worry. Stress management, meditation and heart-healthy lifestyle changes. Employing Cognitive-behavioural, Reintrojection, and Redecision (transactional-gestalt) therapeutic approaches. U of T extended health care benefits partially or totally cover fees. 262 St. Clair Avenue West. 928-2262. Flexible appointment times.

**FAMILY MEDIATION:** A co-operative process that enables separating couples to develop their own solutions to issues such as custody and support. The reduced conflict has immediate and long-lasting benefit for all parties. Peggy O'Leary, M.Ed., C.Psych. Assoc. 324-9444.

**Electrolysis, facials (Gerovital-GH3).** Waxing. Men & women. Certified electrologists. Safe, sterile. Introductory offer, packages available. 7 days. Guaranteed quality at lowest prices downtown. Bay Street Clinic: 1033 Bay, #322, 921-1357; Medical Arts Building, 170 St. George, #700, 924-2355. North York 398-9883.

**HOLISTIC CARE:** Acne, Eczema, Psoriasis, Rosacea Acne. Scalp and hair problems, Effective Slimming Power course for natural weight loss. Post-electrolysis treatment. Natural Healing Services. 20 Prince Arthur Avenue (Bloor and Avenue Road). (416) 515-8984.

**MASSAGE** for aches, pains, and stress. 30 years' experience. Bloor and Spadina. We will bill directly; use your annual benefit allowance of \$500 by June 30. Ann Ruebottom, B.A., R.M.T. (1970). Tel. 9601RMT (960-1768).

**REGISTERED MASSAGE THERAPY.** For relief of muscle stiffness, chronic pain and stress. Treatments are fully covered by U of T extended health plan. Auto insurance after accident. Mississauga, 123-1140 Burnhamthorpe W./Erindale Station Road. (905) 270-5553.

**The Rolf Method of Structural Integration.** Ten sessions can transform your body in a way nothing else can. Permanent freeing and restructuring of the

body. A viable alternative to unnecessary limitations. Patrick Beazley, Certified Practitioner. Bloor & Spadina. (416) 975-0951.

## MISCELLANY

**TRAVEL-teach English.** Government accredited. 5-day/40-hour TESOL teacher certification course, August 4-8 (or by correspondence). 1,000s of jobs available NOW. FREE information package. Toll free 1-888-270-2941.

**BOOKS! BOOKS! Recycle your surplus now** through the annual University College Book Sale. Proceeds support college library. For Toronto-wide pickup phone (416) 978-2968 or fax (416) 978-3802.

**BOOKS! YOUR BOOKS! We'll pick them up** and find them new homes through the 24th annual Trinity College book sale. All proceeds to the library. All volunteer labour (416) 978-6750 or friends@trinity.utoronto.ca

**EMPTY CUBE & CARGO VANS** available for people moving to western Canada. Also cars available to other destinations. Not a job. Please call (416) 222-4700 or 1-800-668-1879.

**DIABETES.** Researchers at The Toronto Hospital need females with insulin-dependent diabetes, ages 13-25, for health psychology study. Cash payment. Contact Stacey (416) 340-4346.

**WHITE/96 HYUNDAI ELANTRA** 4-cylinder, power steering/brakes, reclining buckets, 60/40 backseat, AM/FM/cassette. 53,000 km. 3 1/2 years left on warranty or 100,000 km. Asking \$10,500. Call G. Grigor, H (905) 721-2467, B (416) 978-5524.

**VOLUNTEERS NEEDED.** Are you in good health? Between the age of 18-60? If you answered yes, Ventana Clinical Research is looking for people interested in participating in clinical research studies. For more information call: Kathryn (416) 323-6400, ext. 4436. Confidentiality assured. Financial compensation.

## 1999 J. TUZO WILSON LECTURE THE SNOWBALL EARTH

BY  
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THE STURGIS HOOPER  
PROFESSOR OF GEOLOGY AT HARVARD UNIVERSITY

**J.J.R. McLEOD  
AUDITORIUM**  
(Medical Sciences Building,  
1 King's College circle)

8:00 p.m., TUESDAY, MAY 18, 1999

Refreshments Afterwards

Free Lecture, Faculty of Arts and Science, University of Toronto, For Information Call 978-5175  
Department of Physics



## EVENTS



### LECTURES

#### Conflicting Approaches to Educational Reform: The Royal Commission on Learning Revisited.

THURSDAY, MAY 13

Prof. Em. Monique Bégin, University of Ottawa, former minister of national health and welfare; R.W.B. Jackson lecture. Faculty Club. 7 p.m. OISE/UT

#### Global Health in the 21st Century.

TUESDAY, MAY 18

Drs. Lincoln Chen and Tim Evans, Rockefeller Foundation. Tanz Neuroscience Building. 4 to 5:15 p.m. International Health Programs, Faculty of Medicine

#### The Snowball Earth.

TUESDAY, MAY 18

Prof. Paul Hoffman, Harvard University; J. Tuzo Wilson lecture. Auditorium, Medical Sciences Building. 8 p.m. Physics

#### DNA and Politics.

FRIDAY, MAY 28

James Watson, Cold Spring Harbour Laboratory, New York; Jus lecture. Auditorium, 18th floor, Mt. Sinai Hospital. 2 to 3:30 p.m. Joint Centre for Bioethics

### COLLOQUIA

#### Structure and Function of the VS Rabozyme.

FRIDAY, MAY 14

Prof. Richard Collins, U of T. 158 Lash Miller Chemical Laboratories. 3:30 p.m. Chemistry

#### Ethical Issues in Genetics.

WEDNESDAY, MAY 26

Prof. Trudo Lemmens, psychiatry; brown bag discussion. Dean's Conference Room, Medical Sciences Building. 12 noon. Research Services and Research Office, Faculty of Medicine

#### Asymmetric Induction and Memory Effects in Radical Chemistry.

FRIDAY, MAY 28

Prof. Bernd Giese, University of Basle. 158 Lash Miller Chemical Laboratories. 3:30 p.m. Chemistry

### SEMINARS

#### Manipulating Vascular Smooth Muscle Cell Physiology:

#### Transgenic Overexpression of a Plasma Membrane Ca<sup>2+</sup> ATPase.

THURSDAY, MAY 13

Dr. Mansoor Husain, department of medicine. 3231 Medical Sciences Building. 4 p.m. Physiology

#### Molecular Mechanisms of Copper Transport and Its Alterations in Menkes and Wilson Diseases.

FRIDAY, MAY 14

Dr. B. Sarkar, Hospital for Sick Children. 105 Pharmacy Building. 10 a.m. Pharmacy

#### Drug Transfer Into Human Milk: Clinical Significance and Molecular Mechanisms.

WEDNESDAY, MAY 19

Prof. Shinya Ito, pharmacology. 4227 Medical Sciences Building. 4 p.m. Pharmacology

#### A Comprehensive ENU Mutagenesis Program for the Mouse Genome.

WEDNESDAY, MAY 19

Dr. Josephine Peters, Medical Research Council, Harwell, Didcot, U.K. 968 Mt. Sinai Hospital. 12 noon. Samuel Lunenfeld Research Institute

#### The Presynaptic Terminal as an Organ: An Untweaked Analysis.

THURSDAY, MAY 20

Prof. James Winslow, Institute of Biomaterials & Biomedical Engineering. 3231 Medical Sciences Building. 4 p.m. Physiology

#### The Action Is in the Dendrites: New Principles for Function in Hippocampus.

THURSDAY, MAY 27

Dr. Daniel Johnston, Baylor College of Medicine, Houston. 968 Mt. Sinai Hospital. 2 p.m. Samuel Lunenfeld Research Institute

#### Statistical Issues in Population Health Risk Assessment.

TUESDAY, JUNE 1

Prof. Dan Krewski, University of Ottawa; Applications of Statistical Science series. Room 230, 222 College St. 4 p.m. Statistics and Fields Institute

### MEETINGS & CONFERENCES

#### Governing Council.

THURSDAY, MAY 13

Council Chamber, Simcoe Hall. 4:30 p.m.

#### Planning & Budget Committee

MONDAY, MAY 17

Council Chamber, Simcoe Hall. 5 p.m.

#### Sport for All in Canada: Building on the European Experience.

TUESDAY, MAY 25 TO

THURSDAY, MAY 27

Sessions in the Athletic Centre, 55 Harbord St. Information: 946-5071; e-mail: peter.donnely@utoronto.ca.

TUESDAY, MAY 25

Session I: Sport for All in the U.K. and Europe: Substance and Rhetoric, Barrie Houlihan, Loughborough University, U.K.; Sport for All in Finland: Equality Issues, Pirjo Puskala, Finnish Sports Federation. 2 p.m. Round-table discussion. 3:45 p.m.

WEDNESDAY, MAY 26

Session II: Sport for All: A Critical Appraisal of Democratization, Bart Vanreusel, University of Leuven, Belgium; Experiences With Sport for All in Switzerland, Hanspeter Stamm, Sozialforschung und Beratung AG. 9 a.m. Round-table discussion. 10:35 a.m.

Session III: Sport and the State in Canada: The Need for Sport for All, Jean Harvey, University of Ottawa; Remote Control: Canadian Youth, Access to Physical Activity and Contradictory Relationships With the Media, Margaret MacNeill, U of T. 2 p.m. Round-table discussion. 3:30 p.m.

THURSDAY, MAY 27

Session IV: Russ Kisby, ParticipAction, and Ann Peel, Voices for Children & Youth Canada will present papers. 9 a.m. Round-table discussion. 10:30 a.m.

#### Emerging Issues in Rural Development.

FRIDAY, MAY 28

Graduate students' conference in development studies. Conference Room, Centre for International Studies, 8th floor, OISE/UT, 252 Bloor St. W. 8:30 a.m. to 5:30 p.m. Register at cis.general@utoronto.ca. Economics and International Studies



### MUSIC

#### Canadian Music Competitions: Toronto and Ontario Sessions.

MONDAY, MAY 24 TO

FRIDAY, JUNE 4

Instruments: piano, strings, winds, voice and guitar. 3 Northrop Frye Hall, Victoria College. 9 a.m. to 10 p.m. Information: 441-4072.

### PLAYS & READINGS

#### Natalie Angier and Elizabeth Abbott.

MONDAY, MAY 10

Natalie Angier discusses her new book *Women: An Intimate Geography*; Elizabeth Abbott discusses her new work *A History of Celibacy*, U of T Bookstore series. George Ignatieff Theatre, 15. Devonshire Place. 7:30 p.m. U of T Bookstore

#### James Raffan, Paul Mason and Mark Scriver.

TUESDAY, MAY 11

A slide show with James Raffan, author of *Bark, Skin and Cedar*, a discussion and slide show with co-authors Paul Mason and Mark Scriver of *Thrill of the Paddle: An Illustrated Guide to Extreme Canoeing*, U of T Bookstore series. Auditorium, OISE/UT, 252 Bloor St. W. 7:30 p.m. Tickets \$2. U of T Bookstore

#### Pat Capponi and Margaret Hancock.

THURSDAY, MAY 27

Pat Capponi discusses her new book *The War at Home: An Intimate Portrait of Canada's Poor*; Margaret Hancock, warden of Hart House, speaks on behalf of U of T's homelessness initiative; U of T Bookstore series. U of T Bookstore. 7:30 p.m. U of T Bookstore

#### Handle With Care? Do You Know How?

TUESDAY TO THURSDAY,

JUNE 1 TO JUNE 3

A dramatic presentation dealing with the challenges of living with serious illness, based on a study with cancer patients. Robert Gill Theatre. Performances at 8 p.m. Tickets \$12, students and seniors \$10. Box Office: 978-7986.

### EXHIBITIONS

#### JUSTINA M. BARNICKE

#### GALLERY

#### HART HOUSE

#### Lady Lazarus.

TO MAY 13

Janieta Eyre, a series of black-and-white photographs investigating 19th-century "spirit photography." Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

#### UNIVERSITY OF TORONTO AT SCARBOROUGH

#### Double Feature.

TO MAY 28

Trevor Fentum, photographs. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

#### NEWMAN CENTRE

#### Portraits:

#### The Faces of Humanity.

TO JUNE 5

Portraits by Gabankova, Novieka, Endicott and Mandy. Ground floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### MISCELLANY

#### Design for Atypical Users.

MONDAY, MAY 10

This year's challenge for students in computer science 318S was to design interactive computational media that enhance and support the lives of atypical users. Work on display at 1105 Sandford Fleming Building. 2 to 5 p.m. KMDI

#### OISE/UT Book Party.

WEDNESDAY, MAY 26

A chance to browse and meet the authors of books by OISE/UT faculty, staff and students who have written books since the merger. 2nd floor lounge, OISE/UT, 252 Bloor St. W. 7 p.m.

#### Celtic Fair.

SATURDAY, MAY 29

Information tables, books, food, jewellery, music, dancing workshops, children's craft program. Brennan Hall, St. Michael's College. 11 a.m. to 4 p.m. Information: 926-7145. Celtic Studies



## The Governing Council of the University of Toronto

invites nominations of candidates for

### HONORARY DEGREES

The University of Toronto awards honorary degrees to individuals whose significant scholarly, professional, artistic, community service or other achievements are worthy of the University's highest honour. Individuals in all fields of endeavour are considered.

Nomination forms are available from the Office of the Governing Council. The deadline for the receipt of nominations is **Friday, August 20, 1999.**

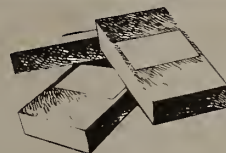
Enquiries should be directed to:  
Secretary

Committee for Honorary Degrees  
Office of the Governing Council  
Room 106, Simcoe Hall

Ph: 978-8427; Fax: 978-8182

e-mail: patricia.seaman@utoronto.ca

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## COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

### SEARCH

#### STATUS OF WOMEN OFFICER

President Robert Prichard has established a search committee to advise him on the appointment of a status of women officer; the appointment will be for three to five years and is open to members of the faculty or administrative staff. Members are: Professor Marion Bogo, Faculty of Social Work (chair); Professors Ping-Chun Hsiung, sociology, Scarborough, and the Graduate Collaborative Program in Women's Studies; Tara Goldstein, OISE/UT; and Bruce Kidd, dean, Faculty of Physical Education & Health; and

Paddy Stamp, sexual harassment officer; Carole Moore, chief librarian; Margaret Hancock, warden, Hart House; Priya Suagh, full-time undergraduate member, Governing Council; Alicia Maund, undergraduate student; Susan Ashmore, human resources department (assessor); and Chris Cunningham, office of the president (secretary).

The committee would welcome nominations and applications from interested members of the university community. These should be forwarded to Chris Cunningham at Room 206, Simcoe Hall; fax, 971-1360; e-mail, chris.cunningham@utoronto.ca.

UNIVERSITY OF TORONTO

## THE BULLETIN

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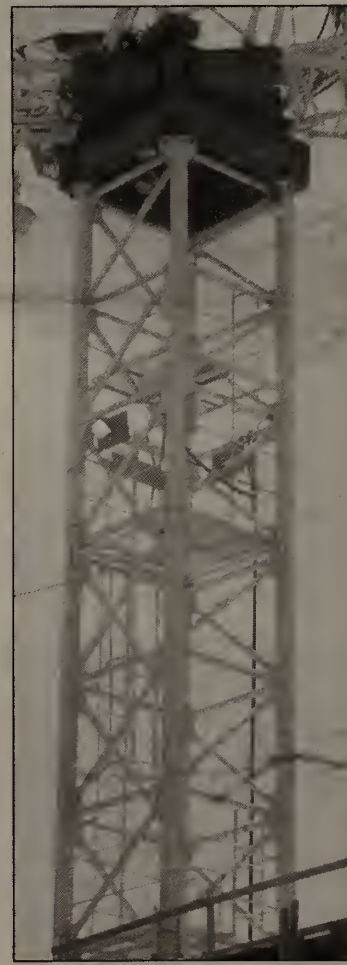
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# WORKS IN PROGRESS

*More than just flowers are springing up on the St. George campus*

PHOTOGRAPHS BY ROB ALLEN



**T**HERE IS QUITE A BIT OF construction taking place on the downtown campus this spring. Clockwise from top right: the view from Devonshire House, being transformed into the Munk Centre for International Studies; a crane does its job at the corner of Spadina Avenue and Harbord Street, site of the new School of Graduate Studies residence; resembling more the Starship Enterprise than the Robarts Library, the Information Commons is being expanded; it's a concrete thing at the graduate residence site; and safety, at all the sites, is foremost on everyone's mind.

